

# ON CALL

Summer 2019



College of  
**Midwives**  
of Ontario

Ordre des  
**sages-femmes**  
de l'Ontario

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# MESSAGE FROM THE PRESIDENT

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Dear midwives, stakeholders and members of the public,

As you know in May and June, the College conducted a public consultation on the proposed changes to our Fees and Remuneration By-law to increase membership fees for October 1, 2019. Making this decision was not easy for Council or the College, however it was necessary in order for the College to continue fulfilling its mandate of regulating in the public interest.

I am pleased to report that Council after reviewing and approving the College's financials has agreed to lower the expected increase in membership fees for the General class by \$50. You can read more about the feedback we received in this issue. Going forward, the College will continue to make every effort to evaluate its spending year over year to ensure it is operating as efficiently as possible.

This past May, I was fortunate to attend the Ontario Midwives Conference. The College's Policy Analyst, Shivani Sharma participated on a panel about Expert Opinions and created a good dialogue that showcased the College's and Association's different perspectives. Members in attendance asked great questions and came away with a knowledge of the process in securing expert opinions from both a regulatory and association perspective.

I would like to take a moment to thank our outgoing Public member, Jennifer Lemon, for her contributions to Council and the College over the past 6 years and wish her well on her future endeavours.

I am also pleased to present the College's Annual Report for the past fiscal year. You can access a copy [here](#).

Sincerely,



Tiffany Haidon RM  
President  
College of Midwives of Ontario

# MESSAGE FROM THE REGISTRAR

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The Harry Cayton report on the inquiry into the College of Dental Surgeons of British Columbia highlights important recommendations as they pertain to areas of governance, measurement of regulatory performance, external relationships, protection of the public, and legislative reform. Some of the recommendations in the Cayton report are not directly applicable to our College or any health regulatory College in Ontario, but most are quite relevant.

I'm pleased to note that there are a few items in the report that the College has been proactive on implementing. For instance, we revised our by-laws in 2018 to require candidates for nomination to successfully complete governance education training in advance of running for election. The Cayton report recommends that incoming Council members should participate in an "induction program" before being chosen to serve. Another recommendation in the Cayton report is to allow for a "cooling off" period for Association Board members before they are eligible to serve on Council. Our by-laws for many years have required any director, board member, officer or employee of a midwifery association to wait at least twelve months prior to becoming eligible for nomination to serve on Council. Both of these initiatives help to ensure that the College remains focused on the work of regulating in the public interest. You can access a copy of the entire report [here](#).

The College supports the call for governance reform as outlined in the Cayton report and is committed to regulatory excellence, openness and accountability. As a demonstration of this commitment, the College has developed a Regulatory Performance Measurement Framework, which you can read about on page 8. Additionally, the College supports the College of Nurses Vision 2020 and have written a letter in support of this governance reform initiative. Read the letter in our June Council meeting materials [here](#).

This report will no doubt affect the regulatory environment in Ontario and may serve to push us forward from the speculative arena into a reformed one.

Regards,



Kelly Dobbin  
Registrar & CEO  
College of Midwives of Ontario

# COUNCIL HIGHLIGHTS

Our Council meetings are open to members and the public. If any of these highlights from the June Council meeting, held June 26, 2019 interest you, you can [click here to read more in the meeting materials](#).



College of Midwives of Ontario Council Members as of December 2017

## FEES & REMUNERATION BY-LAW PUBLIC CONSULTATION

The College held a public consultation from May to June for proposed changes to its Fees and Remuneration By-laws. The consultation was needed to address the increase in membership fees for 2019-2020. The College received feedback from 39 members and Council approved the consultation at the June council meeting. Read more about the consultation and members' feedback on page 6.

## REGISTRATION FEES

Council approved a \$50 reduction in the proposed membership fee increase for the General class. This adjustment comes after meeting with Council to present and discuss feedback from our Fees & Remuneration By-law public consultation and having more success than anticipated with reduced spending in 2018-2019. Read more about the 2019-2020 registration fees on page 7.

## REGULATORY PERFORMANCE MEASUREMENT FRAMEWORK

Council approved the Regulatory Performance Measurement Framework that will be piloted in 2019-2020 and implemented going forward. The framework was developed after Council approved a new strategic plan in December 2016 that emphasized that College's commitment to regulatory excellence, openness and accountability.

## REVISED SEXUAL ABUSE PREVENTION POLICY

Revisions to the Sexual Abuse Prevention Policy were approved by Council and implemented immediately. This policy sets the College's definition of the beginning and end of a midwife-client relationship and assists midwives in complying with the provisions of the Regulated Health Professions Act, 1991 (RHPA) that address sexual abuse.

# FEES & REMUNERATION BY-LAW

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The College held a public consultation for the Fees & Remuneration By-law in May and June.

The College held a public consultation in May and June for the Fees & Remuneration By-law to address the proposed increase in membership fees for 2019-2020. During the consultation, the College received responses from 39 members which represents a total of 4% of all members. You can see the general feedback we received and the College's response below:

## General Disappointment & Frustration

A few members responded positively to the proposed change, expressing that they anticipated the fee increase to be even higher due to the unexpected loss of Ministry funding. The majority of responses, however, expressed disappointment with the proposed fee increase. Many members stated that they are underpaid and undervalued, and any fee increase adds to the stress of their work. Many expressed frustrations that, despite winning their case with the Human Rights Tribunal of Ontario regarding pay discrimination based on gender, they haven't seen a pay increase and the proposed College fee increase exacerbates this issue.

The College is concerned that a small profession, especially one whose membership numbers and compensation are controlled by the government, is burdened with the total costs of regulation. The College has no role to play in increasing numbers of midwives in the province as a means to increase revenue nor in negotiating midwives' compensation levels. The Ministry of Health and Long-Term Care sets the number of midwives able to practise in Ontario each year, and the number of baccalaureate midwifery education program

positions are determined by the Ministry of Training, Colleges, and Universities. The Ministry of Health is also responsible for setting midwives' compensation rates. The College can, however, continue to work to further reduce costs while still meeting its mandate to regulate in the public interest and provide organizational stability. The College hopes that once revenue exceeds expenses and there are sufficient net assets to draw from for unexpected risks, that fees could be re-examined in the future.

## Recommend moving the College out of downtown Toronto

This was a common theme, appearing in 9 of the 39 comments, and has been raised in previous consultations as well. Staff and Council members meet regularly with stakeholders including the Ministry, other health regulatory colleges, the Association of Ontario Midwives, the Office of the Fairness Commissioner, Midwifery Education Programs and the International Midwifery Pre-registration Program. The College benefits from being able to share resources with other Colleges which are located in Toronto. The College is located in mid-Toronto, where rent is more affordable than the downtown core, yet still provides easy access along the Yonge subway line for all staff, Council members, and stakeholders. A move outside of Toronto would mean a sudden loss of all staff which would greatly interrupt services and put the College's operations and deliverables at significant risk.

continued on page 7...

# FEES & REMUNERATION BY-LAW

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While the College's budget for rent and utilities is not significant, when the College's lease expires in August 2022, we will explore all options to limit expenses in this area.

Recommend lower fees for some, including new registrants, inactive members, and part-time midwives, and increase payment plan options.

The feedback in this area was valuable and will be noted to inform future discussion around fees. The College presently offers an Inactive Class with a 50% reduced membership fee. Initial registration fees continue to be pro-rated based on the months of practice before registration renewal in October. The College cannot meet its budgetary requirements and offer lesser fees for new registrants and those working less than full time or further reduce Inactive class fees at this time. The College commits to look at this alternative and/or additional reduction of fees once the College's revenue exceeds expenses and there are sufficient net assets to mitigate unexpected risks.

## 2019-2020 Registration Fees

The College is pleased to announce that Council has approved a \$50 reduction in the proposed membership fee increase for the General class. This adjustment comes after meeting with Council to present and discuss feedback from our Fees & Remuneration By-law public consultation and having more success than anticipated with reduced spending in 2018-2019.

The Inactive class of registration will not be affected by these changes, and will increase at 2%, per the existing by-law.

Increasing membership fees is a difficult decision for Council and the College to make. However, in order for the College to fulfill its mandate of public protection and meet the cost of regulation, this increase in membership fees was necessary.

Going forward, the College will continue to evaluate its spending year over year to ensure it is operating as efficiently as possible while still delivering on its mandate. The College will address other recommendations from the consultation feedback in future years.

The College thanks all members for their feedback during this consultation. You can read all the submissions [here](#).

# REGULATORY PERFORMANCE MEASUREMENT FRAMEWORK

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Council approved the Regulatory Performance Measurement Framework to be piloted in 2019-2020.

The Regulatory Performance Measurement Framework was developed after Council approved a new strategic plan in December 2016 that emphasized the College's commitment to regulatory excellence, openness, and accountability.

In accordance with s. 2.1 of the Health Professions Procedural Code, which is Schedule 2 in the *Regulated Health Professions Act, 1991* (RHPA), the College has a duty to ensure, as a matter of public interest, that the people of Ontario have access to adequate numbers of qualified, skilled and competent regulated health professionals. So as the regulator of the midwifery profession, we have important outcomes to achieve, including ensuring that midwives registered with the College possess the relevant knowledge, skills, and behaviours to provide safe, ethical and effective care; and taking action when risks are identified.

The framework describes the outcomes the College is expected to achieve in four broad domains: Regulatory Policy; Suitability to Practise; Openness and Accountability; Good Governance. It comprises a number of performance standards that form the basis of the performance measurement framework.

This process is not legislatively mandated but is a voluntary commitment by the College to evaluate its performance and to demonstrate that it indeed regulates in the public interest.

The framework will be piloted in the 2019-2020 fiscal year and starting in 2020, the College will compare the results of each year's review with the results from previous years in order to determine how its performance has improved or worsened over time.

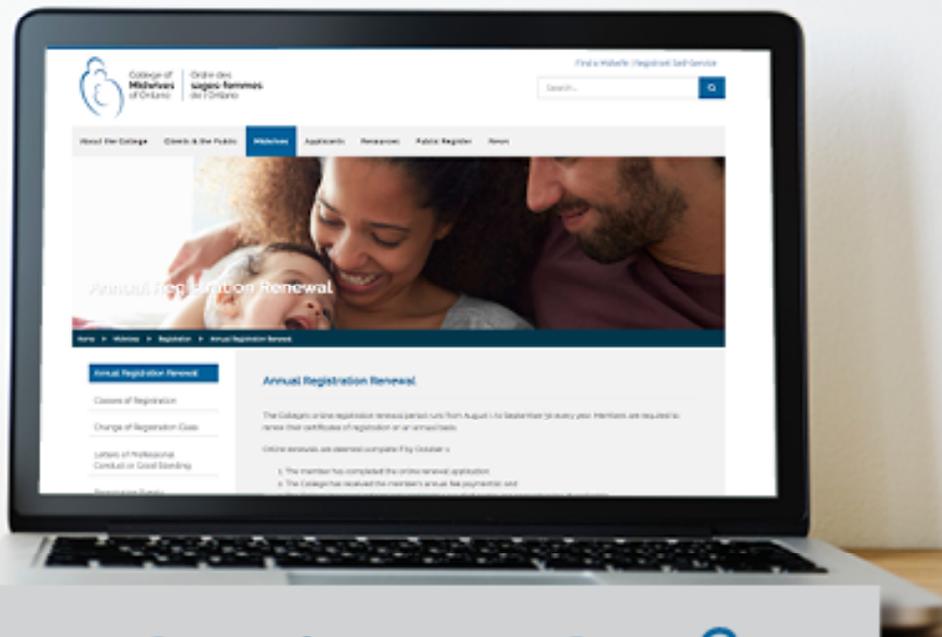
You can see a draft of the College's Performance Measurement Framework in our [June Council Meeting Materials](#).





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## What's Due October 1, 2019?

A reminder to all members that the following must be submitted by October 1, 2019:

- 1) Registration Renewal
- 2) Quality Assurance Program Requirements
- 3) Active Practice Requirements

# REGISTRATION RENEWAL

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The Registration Renewal Module will open on August 1, 2019. Registration renewal for 2019-2020 is due October 1, 2019.

It's almost that time of year again! Registration renewals are due October 1, 2019. In order to renew your registration for October 1, 2019 to September 30, 2020, please log in to the member portal on August 1, 2019, and follow the prompts.

All members are required to pay their membership fees, complete the online renewal application, and submit the required documentation where applicable, by the October 1 deadline.

submitted in September may not receive the same attention by College staff in advance of the deadline.

A 15% penalty fee of registration fees will be levied on:

- Any incorrect or incomplete renewal package that is not corrected or completed by October 1, 2019.
- Any renewal package submitted after the renewal deadline.

## Renew Early!

We encourage you to renew your registration early in August as it will allow for your renewal package to be reviewed by College staff and for you to be notified to amend any discrepancies before the October 1 deadline. Any renewals

## 2019-2020 Renewal Fees

Registration Class	Full Fee	Two Installments
General, Supervised Practice or Transitional	\$2,550*	\$1,300 dated October 1, 2019 \$1,250 dated February 1, 2020
Inactive	\$1,147*	\$598.50 dated October 1, 2019 \$548.50 dated February 1, 2020

\*Includes a \$50 annual administration fee (By-law Article 4.3)

# REGISTRATION CLASS CHANGE

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Looking to change your registration class or resign? Read below for more information.

## Class Change from Inactive to General

If you are in the Inactive class and intend to change your registration class to General between August 1 and October 30, please complete and submit the [Application for Certificate Class Change from INACTIVE to GENERAL](#) form to the College eight weeks in advance of the requested date of the change. Regardless of the effective date of the class change, renew your registration with the College no later than October 1. If additional renewal fees are required respecting the class change, you will be advised by email.

## Class Change from General to Inactive between August 1 and September 30

If you are in the General class and intend to change your registration class to Inactive between August 1 and September 30, please complete and submit the [Application for Certificate Class Change from GENERAL to INACTIVE](#) form to the College in advance of the requested date of the change. As soon as the College processes your form, the online renewal system will adjust your renewal fees to the Inactive fees. Accordingly, where possible, you may wish to submit your renewal application to the College after the effective date of the class change, provided you do so before the renewal due date of October 1.

## Class Change from General to Inactive effective October 1

During the 2019 renewal period, change of class requests from General to Inactive, with an effective date of October 1, will be processed directly through the online registration renewal application. As such, a class change form isn't required from you. Indicate your intended class change in Step 2 of the online renewal application, which will also adjust your renewal fees.

## Resigning your Membership on or before October 1

If you intend to resign your membership on or before October 1 either indicate this in Step 2 of the online renewal application or through the Resignation tab in the Member Portal. You will then be directed to the online resignation page. Resignation applications are completed online but are processed and verified by College staff who will confirm your resignation. Please update your contact information with the College.

Resignations after October 1 will be subject to renewal fees and late payment fees.

We welcome your feedback on our newsletters, and encourage you to get in touch if you would like more information on any article, or if you would like to request an update on any of the information we have shared here. Email [cmo@cmo.on.ca](mailto:cmo@cmo.on.ca) to let us know what you think.

# CONTINUING COMPETENCY REQUIREMENTS

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Your continuing competencies must be current on October 1 in order to successfully renew your registration for 2019-2020.

Continuing competencies in Neonatal Resuscitation, Cardiopulmonary Resuscitation and Emergency Skills are due on October 1, 2019. These continuing competencies must be current on October 1 and are required in order to complete registration renewal. Members holding Inactive class registration with the College are not required to submit continuing competencies with registration renewal.

All training completed after October 1, 2018, must be in accordance with the College's list of approved continuing competency courses. You can find that list [here](#). Courses completed prior to October 1, 2018, which were previously accepted by the College, will still be accepted by the College until they expire, every one or two years, as per the Registration Regulation. Prior to the renewal portal opening, the College recommends practising members review the status of each of their continuing competency courses, proof of completion documents and cards as well as expiry dates. Members should make arrangements to have all continuing competencies up to date and in order by the October 1, 2019, renewal deadline.

If you have completed an approved Basic Life Support (BLS) or CPR Healthcare Provider course, and your card expires one year or three years from the completion date, the College will accept this certification for two years, in accordance with the Registration Regulation, from the initial completion date.

Members may upload continuing competency completion documents to the online Member Portal at any time or with their registration renewal prior to October 1, 2019. Emailed completion documents will not be accepted.

[What courses can I take to fulfil my continuing competency requirements?](#)

The Continuing Competency Requirements and Approved Courses may be [reviewed here](#).

[How can I upload my continuing competency requirements?](#)

1. Scan and save each continuing competency proof separately in a legible PDF file in your computer directory. Note: Your name, the course name, and the completion date must be visible on the evidence of continuing competency.
2. For each continuing competency, click the CHOOSE FILE tab (bottom left of the screen).
3. Locate the file in your computer directory and select OPEN.
4. The file name (in blue) will appear underneath the CHOOSE FILE tab.
5. Click SAVE, which will add the continuing competency to the list on file with the College.

# ACTIVE PRACTICE REQUIREMENTS

APR reports are due October 1, 2019 and can be submitted through the Member Portal.

All members holding a General certificate of registration are required to actively practise the profession to maintain currency and the ability to practise in all birth settings (out-of-hospital and hospital).

Members must report their active practice birth numbers annually by October 1 through the online [Member Portal](#). If you are a member with an Inactive certificate for a year or partial year, you are also required to submit a report and enter 0 (zero) where applicable. Members report each year based on the births they attended in the reporting period of July 1 – June 30.

In order to meet the requirements in the Registration Regulation, members must meet the following minimum birth numbers:

## APR Due Dates

2 or 5-year APR due dates are communicated to members in the APR tab in the Member Portal. The first APR due date is the 2-year APR due date, which is two years from the date a member is registered with the College, adjusted to coincide with the October 1 reporting period. Subsequently, a 5-year APR due date applies. When a member has met their APR requirement and/or their due date is adjusted, a member will be notified.

Active Practice Requirements	2-Year	5-Year
Primary Out-of-Hospital Births	10	25
Primary Hospital Births	10	25
<b>Total Births (including seconds)</b>	<b>40</b>	<b>100</b>



# QUALITY ASSURANCE PROGRAM

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QAP reports are due October 1, 2019 and can be submitted through the Member Portal.

The Quality Assurance Program (QAP) is designed to ensure that the knowledge, skill and judgment of Ontario midwives remains current throughout their careers and they continue to provide safe, effective, appropriate and ethical midwifery care to their clients.

## Who needs to report on the QAP?

All midwives registered in the General class (including new registrants) or Supervised Practice class. Midwives who are inactive on the reporting deadline do not need to submit a QAP report.

## When is the QAP report due?

On or before October 1 annually.

## How do I track and report my QAP activities?

Continuing education and professional development activities must be documented through the [Member Portal](#) in the Quality Assurance Program section and must include the date, location, number of hours, learning needs, goals and content. Learning needs may be assessed in a variety of ways, primarily through self-evaluation.

What are the possible outcomes of the QAP reports?

### A. Compliant

A member is considered compliant when their submitted QAP report has met the requirements specified above. A member with a complete QAP for that reporting period will receive a Notice of Compliance.

### B. Non-compliant

A member is considered non-compliant when their submitted QAP report has not met the requirements of the Program. A Notice of Non-compliance will be issued because either a QAP has missing or incorrect information or because a QAP report has not been submitted. Members marked non-compliant are required to submit an administrative fee and the QAP Barriers to Compliance document.

### C. Exempt

A member can be granted an exemption from any or all of the requirements of the QAP because of illness or any other circumstance the QAC considers appropriate (O. Reg. 335/12, s. 4). All members requesting an exemption must provide the College's Quality Assurance Committee (QAC) with a completed QAP exemption request form to be reviewed by a QAC panel.

# RESOURCES FOR MIDWIVES

## 2019 Council Meetings

All Council meetings are public, and midwives and members of the public are encouraged to attend. Council meets in Toronto at the College office at 21 St Clair Ave E, Suite 303.

Our next two Council meetings are:

<b>October</b>	<b>December</b>
<b>9</b>	<b>11</b>
<hr/>	<hr/>
<b>2019</b>	<b>2019</b>

Council meeting [agendas and meeting materials](#) are available on our website.

## Quick Stats

Total of 995 currently registered midwives as of July 22, 2019.

<b>712</b>	General
<b>84</b>	General with new registrant conditions
<b>12</b>	Supervised Practice
<b>187</b>	Inactive

## Practice Advisory

### Ensuring the Presence of a Second Midwife or Second Birth Attendant

While EMS may attend a home birth, the presence of EMS does not replace the requirement for a second midwife or second birth attendant to attend the birth. There are skills unique to midwifery practice that may be required at the time of birth or shortly thereafter. Therefore, a midwife should/must still work with a second midwife or second birth attendant even in the presence of EMS at the birth.

### Relevant Professional Standards

13. Ensure that every birth you attend as the most responsible provider is also attended by a second midwife or second birth attendant

# COUNCIL AND STAFF



Lilly Martin, Registered Midwife

Lilly has been a professional member of Council since 2013. She has served as a member of the Registration Committee and Chair of the Discipline and Fitness to Practice Committees. Currently, Lilly is chair of the Quality Assurance Committee, and a member of Inquiries, Complaints, and Reports Committee as well as Discipline and Fitness to Practice. One of the most gratifying projects Lilly has been involved with on council was being part of the Professional Standards Working Group. Together with staff, the group developed the new Professional Standards for Midwives that came into effect in June 2018. Lilly completed the MEP at Ryerson in 2006, and practices at Midwives Nottawasaga in Collingwood. She also works in an Expanded Midwifery Care Model which provides well baby care at home and at an outpatient community clinic. Lilly is currently working towards her certification as an International Board Certified Lactation Consultant.

## College Council (as of July 2019)

### Elected Professional Members

Tiffany Haidon, RM, President  
Claire Ramlogan-Salanga, RM, Vice President  
Lilly Martin, RM  
Wendy Murko, RM  
Lisa Nussey, RM  
Maureen Silverman, RM  
Jan Teevan, RM  
Edan Thomas, RM

### Public Members

Jennifer Lemon, Vice President  
Deirdre Brett  
Susan "Sally" Lewis  
John Stasiw  
Marianna Kaminska  
Judith Murray

## College Staff

### Kelly Dobbin

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